House of Assembly
Nova Scotia

Report
Commission of Inquiry on the Remuneration of Elected Provincial Officials

September 2006

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I. EXECUTIVE SUMMARY

In February 2006, the Honourable Barbara McDougall, Mr. Gordon Gillis and Mr. George McLellan were invited by the Honourable Murray Scott, the Speaker of the Legislature of Nova Scotia, to form a Commission of Inquiry to examine the salaries of Members of the Legislature of Nova Scotia (MLAs) to determine their appropriateness in the current environment.

The Commission was to report within three months of the next election, subsequently called for June 13, 2006.

The Commissioners hired Mr. Alan Dunnet, an acknowledged professional expert in the field of compensation, to conduct research into levels of compensation in other electoral jurisdictions in Canada, in other occupations in Nova Scotia, and to examine them on a comparable basis. The Commissioners relied heavily on Mr. Dunnet's research in reaching its conclusions.

The Commissioners also solicited public participation in the process through direct mail, a website, newspaper advertisements and e-mail. Four e-mail responses were received. Fifty-seven representative organizations were contacted directly to invite submissions. Three responded.

It was deemed of value to hold public hearings, but only in the period following the election, since the Commissioners determined that it would be inappropriate for their work, which was non-political in nature, to be drawn into the election discussion as a partisan issue.

Thus hearings were held (and widely advertised in provincial and local press) in four towns and two cities in different regions of Nova Scotia in the month of July. Of the six hearings, three had no representation from the public, one had two participants plus a local journalist, one had one participant, and one had a local journalist.

The low response to the Commission's request for public participation either reflects the unwillingness of Nova Scotians to sacrifice summer evenings to public discussion, or an overall lack of interest in the subject under review. In any case, the few submissions that were received were taken into account by the Commission, and further input was sought through informal discussion over the summer by each Commissioner individually. In view of the indifferent response, the Commission particularly appreciates the effort made by those few who did come forward and wishes to thank them.

The Commission also reflected on the very valuable and extensive research done in 2003 by Mr. Arthur Donahoe, who tabled the most recent report on MLA compensation after a particularly thorough investigation. His international experience gave considerable depth to his review, and the Commission wishes to express its appreciation.

A variety of data was of particular relevance. Aside from public submissions, the Commission reviewed levels of compensation in all other Canadian jurisdictions, but paid particular attention to five provinces whose economic and other characteristics are the most similar to those in Nova Scotia. It also reviewed a study of MLA compensation in Saskatchewan, the most recently published comparable study. The Commission wishes to acknowledge its reliance on this excellent report. The Commission was also sensitive to recent changes in Nova Scotia's *House of Assembly Act*, which now calls for an annual adjustment to MLA compensation based on the Consumer Price Index. Increases in wages in Nova Scotia's public and private sector were also reviewed. Finally, the economic and financial position of the Province of Nova Scotia was taken into account.

Currently in Nova Scotia, an MLA's taxable annual salary is $65,556. There is no longer a tax-free allowance, which was abolished last year in line with some other jurisdictions in Canada. All Members of the Legislature earn the same base salary. The Premier of the Province, Cabinet Ministers, the Speaker and Deputy Speaker, Party Leaders who are sitting MLAs and House Leaders receive varying levels of indemnity in addition to the base salary.

The Commission noted that MLAs in Nova Scotia are the third lowest paid in Canada if all provinces and territories and the federal parliament are included. Measured against five other provinces with similar economic or regional characteristics Nova Scotia is the second lowest paid. The objective of the Commission, after taking into account local factors as well as making comparisons with other jurisdictions, was to better align Nova Scotia MLAs among their peers in other provinces without setting an inappropriate standard within the province itself.

It is therefore recommended that the base salary of Members of the Nova Scotia Legislature be increased to $79,500, bringing the province to the same range as New Brunswick and Saskatchewan, but considerably less, appropriately in the view of the Commissioners, than Alberta, Ontario and Quebec.

It is not recommended that the additional indemnities for Cabinet Ministers, the Speaker and Deputy Speaker be adjusted at this time. However, an upward adjustment is recommended for House Leaders and a considerable increase is recommended for the Premier.

The reasoning behind all changes is fully explored in the body of the report.

The Commissioners wish to express their appreciation to Mr. Dunnet, to Ms. Joan Collier who provided administrative support, and JADE Communications Inc. for its assistance in the presentation of the data and of the final report.

II. BACKGROUND AND MANDATE

In February, 2006, a three-person Commission of Inquiry was appointed by the then Speaker of the Nova Scotia Legislature, the Honourable Murray K. Scott, to review the issue of salaries for Members of the Legislative Assembly (MLAs). The Letter of Appointment is included in Appendix A. The Commission was asked to report within three months of the next provincial election, later called for June 13, 2006.

The basis for such a review is specifically laid out in the *House of Assembly Act*, which governs all of the activities of the provincial Legislature. The Commission was charged with reviewing the salaries of MLAs and additional indemnities for parliamentary leaders such as the Premier, Cabinet Ministers, and the Speaker of the House. Its mandate did not include an examination of MLA pensions or other benefits.

A summary of the relevant sections of the *House of Assembly Act* is included in Appendix B.

The Honourable Barbara McDougall was invited to chair the Commission, with Mr. Gordon Gillis and Mr. George McLellan appointed as Commissioners. See Appendix C for short biographies on the Commissioners.

The Commission engaged Joan Collier as administrative assistant, Alan Dunnet, a Halifax compensation analyst as researcher, and JADE Communications Inc. as communications advisor.

III. INTRODUCTION

Members of the Nova Scotia Legislature currently receive an annual salary, fully taxable, of $65,556. All members receive the same base amount. Cabinet Ministers, House Leaders, the Speaker and Deputy Speaker of the Legislature and the Premier receive an additional indemnity reflecting their greater responsibilities. Specific levels of compensation are discussed later in the report.

It has been more than three years since the most recent review of MLA remuneration, when a thorough study was undertaken by Mr. Arthur Donahoe, who reported in December 2003. Mr. Donahoe recommended that an appropriate level for MLA salaries in Nova Scotia would be 63 per cent of salaries paid to Canadian Members of Parliament. The recommendation was not implemented, but had it been, MLA salaries would have increased to $93,051. While this Commission has come to a different conclusion, it has drawn heavily on the broad-ranging research done by Mr. Donahoe, as it has on a report recently published on MLA salaries in Saskatchewan.

In addition, the Commission examined comparative data compiled by professional compensation analyst Alan Dunnet. Many of the statistics that he provided are presented in tabular form in Appendices G-K. Comparisons were made with MLA compensation in all other provinces and territories and in five provinces whose populations and fiscal capacities are most closely aligned with Nova Scotia. In both cases Nova Scotia ranks near the bottom in terms of MLA salaries. The Commission also took into account income levels within the Province of Nova Scotia. Its review of these categories is summarized under Methodology.

Most important, the Commission took into account the work that is done by Members of the Legislature, the challenges they face and the contribution they make to the economic and social environment in Nova Scotia. This factor is also discussed in a later section.

The Commission took the deliberate decision to keep the body of its report relatively short, with statistical and other supportive information included in the form of appendices. The objective is to ensure that the issues and the reasoning can be clearly understood by Nova Scotians, whether or not they agree with the conclusions.

IV. JOB DESCRIPTION OF AN MLA

In its public meetings, and informally over the course of the summer, the Commission probed as widely as possible the level of the public's understanding of what MLAs actually do. It came to the conclusion that few members of the public are fully aware of the demands on an MLA's time and abilities unless they have had direct interaction with their own MLA.

What is clear to everyone is that Members must be present during sittings of the Legislature, which in recent years have amounted to several months per year. Many of the sitting days involve evening sittings which also require MLA's attendance. All sessions require that MLAs are not just in attendance but have done sufficient homework that they are informed on all of the issues under discussion. This is particularly true with regard to the House Committee work: every MLA who is not a member of Cabinet belongs to at least one legislative committee, ranging from public accounts to health to community services, post-secondary education and transportation. These can take considerable time. An MLA must reflect his or her constituents' concerns in legislative discussions, and also reflect back to the public the reason he or she supports or challenges the legislation. In attending the Legislature, many MLAs from around the province spend long periods of time away from home, frequently missing important family occasions.

It is perhaps less well understood that legislative work is only a small portion of what MLAs do. MLAs are expected – and rightly so – to serve the interests of their constituents: those who voted for them and those who did not. MLAs must anticipate demands for new roads or schools or environmental controls and work with government departments to produce results. They are expected – and rightly so – to attend Rotary lunches, charity auctions (and bid on the merchandise!), school Christmas concerts, supermarket openings and other ribbon cuttings, to be present at the funerals and weddings of people they may hardly know and to listen to demands, rational or irrational, by constituents whose grant applications have been rejected. They are usually double or even triple booked for most weekends in the constituency, having driven for several hours to return from Halifax late on Friday.

Rarely do MLAs complain about the workload: they are in fact stimulated by it, and the job satisfaction ratings of MLAs and parliamentarians are very high, where they have been tested.

What is more difficult is the toll that political life takes on families. Children are occasionally jeered in the schoolyard over something their MLA parent said or did. If their mother chooses to run for office, they are seen as orphans no matter how well adjusted the family. Public criticism is difficult enough for the MLA personally, but it is doubly difficult for their families, who can only watch, with no means to defend themselves.

For obvious reasons there is no job security for an MLA: an election can bring a promising political career to an abrupt end. The transition to the private sector can be difficult, particularly for those MLAs whose party is out of power.

Nova Scotians are fortunate that in each election, in every party, ordinary citizens – many with outstanding qualifications – are prepared to present themselves in a nomination process, followed by an election, to serve the people of this province. With rare exceptions they are honest and hard-working. There are many motives among those seeking public office, but the most fundamental motive they have in common is a willingness to serve the public. The result is a body of people in the Legislature (52 members at present) who are capable of performing the law-making, advocacy and trustee functions associated with their positions.

Finally, in keeping with other professions, compensation for MLAs should be appropriate for the work being done, and to allow MLAs to raise a family and to live in comfort but not in luxury.

To further substantiate the opinions of the Commission, the following are excerpts taken from a round table discussion held in Ottawa in 1994 during the Canadian Parliamentary Association Regional Parliamentary Seminar. Although they do not provide any quantifiable evidence, the Commission considered them to illustrate the workload of an MLA in Atlantic Canada.

"I think we suffer from bad public relations and the best way to reverse this is to work hard and show that we give good value for the money we earn." Alan Mitchell, MLA, Nova Scotia

"My family used to alternate hosting Christmas dinner with my sister-in-law's family. It was our turn in 1989 when a constituent stopped in on Christmas day because his ditch had been frozen up and he wanted me to get the Department of Transport and have his ditch cleaned. In 1991 it was our turn again. This time a constituent showed up looking to qualify for UIC. In 1993, my brother-in-law decided we could no longer host the family Christmas meal and henceforth we should go to his place each and every year." Greg O'Donnell, MLA New Brunswick

"People think we are only working when the House is in session. We may only sit for 80 days but that does not mean we are only working those days. This is a misleading statement that we find quite often." Fabian Manning, MLA Newfoundland

V. METHODOLOGY

In reaching its conclusions, the Commission took into consideration a number of factors, the most significant of which were as follows:

- Public and stakeholder input
- Benchmarking with national data, defined peer groups at the provincial level and a five-province comparison.
- The workload of an MLA
- Potential for other income
- Compensation Progression in the Public Sector

i. Public and Stakeholder Input

The approach chosen by the Commission was to canvass the public in a variety of ways. Submissions were invited from the general public, boards and commissions, corporations, agencies and Members of the Legislature in order to gain insight into public opinion surrounding the issue of MLA salaries. The avenues were as follows:

- **By mail**

  Fifty-seven stakeholders were sent letters of request to submit on this issue. Additionally, the Commission also purchased space in major provincial newspapers and local publications across the province informing Nova Scotians of its purpose and explaining the various options for the public to participate. An email address was also provided as a method for sending submissions. The mailing address, telephone number and the webpage were included. Seven letters/emails were received and, in addition, the three parties represented in the Legislature all responded commenting on the importance of this process but declining to make a formal submission (A copy of the letter to stakeholders, webpage and advertisement can be found in Appendix D-F).

- **Public Meetings**

  Six publicized meetings were held in the month of July (Kentville, Yarmouth, Bridgewater, Dartmouth, Stellarton and Sydney). The dates and locations were also part of the newspaper and website information. Of the meetings, three had no attendees, one meeting had one person present and one location had three people appear, including a member of the local media and one had only a local journalist attend.

  This was disappointing, and it is arguable as to the extent this was attributable to the apathy of Nova Scotians to this issue or the timing of a mid-summer schedule. With respect to the latter, the mandate inherently rendered this beyond the control of the Commission. It remains the opinion of the Commission that this aspect of the methodology was essential as an opportunity for the Nova Scotian public.

The public input that was gained reflects a lack of overall knowledge as to how the pay schedules for MLAs work and the sense that the public sees this issue as encompassing not just issues of the Commission's mandate but also pension policy for elected officials. The Commission believes it is an important perspective to note for future consideration of this issue.

The input also indicates that adequate information on the subject is not available on the issue in general, making informed comment more difficult. Further, it would appear that Nova Scotians think that Nova Scotia's MLAs are underpaid when considering duties and the pay rates elsewhere in the country.

ii. Benchmarking

The Commission invited researcher Alan Dunnet to conduct a comparison of current salaries in all provinces and territories. The intention was to derive the national mean and how Nova Scotia rated among them. In calculating this, the Members' Taxable Indemnity and the non-taxable allowance (where applicable) were utilized and adjusted where applicable so the two were comparable. The results here can be seen in Appendix G. Clearly, it can be seen Nova Scotia MLAs are almost the lowest in the nation.

The rationale for some provinces exhibiting such a differential can be explained by a variety of factors such as population, geography, economic well-being. Consequently, the Commission narrowed its review to include a more defined peer-group of five provinces – the Atlantic neighbours as well as Saskatchewan and Manitoba. The inclusion of the Atlantic Provinces is both appropriate and expected, but the other two, Saskatchewan in particular, share some relationship in terms of population and economic wellness. The inclusion of Manitoba actually does little to affect the results. Defining "salary" in the same fashion as above, these can be seen in Appendix H.

In examining the appropriate comparisons of the indemnity paid to MLAs the Commission applied several factors to determine which jurisdictions should be most directly compared. The first factor was population and the Commission believed that comparisons using provinces of a similar population would be helpful. The closest province to Nova Scotia is Saskatchewan in terms of population, with the next province being New Brunswick. Manitoba and Newfoundland and Labrador are the next closest.

Saskatchewan is also a province that had most recently reviewed pay levels and announced implementation so it was most current. On the basis of population, provinces like Ontario and Quebec would be outside the comparison.

The next factor the Commission thought appropriate to include was geography. Atlantic Canada, historically, has encountered the same challenges in social and fiscal capacities in each province. Generally, in population and in economic strength Nova Scotia has been perceived to be the leader in the region. Therefore it was considered appropriate to

include Newfoundland and Labrador, Prince Edward Island and New Brunswick. Prince Edward Island has a relatively small population and economy but was included because of its regional similarity.

Accordingly our calculations were made based upon the average of indemnities of Saskatchewan, Manitoba, Prince Edward Island, Newfoundland and Labrador and New Brunswick. With the exception of Saskatchewan these were amounts in place for some time.

iii. Workload of an MLA

As with many professions, it is difficult to quantify the workload of an MLA. The *quantity* of the work depends very much on the evolution of public issues and regional expectations. The *quality* of an MLA's contribution depends on personal style and dedication. Another factor is the physical size of the constituency, which will determine the degree of difficulty in staying in touch with voters, and distance from Halifax, which will affect travel time to and from the capital.

Resources are available to all MLAs to hire staff in local offices as well as in their legislative offices. The quality of the MLA's contribution will depend to a considerable extent on good staff work, but most Nova Scotians rely on direct contact with the MLA when there is a problem to be resolved.

The conclusion is that an MLA's job is challenging and demanding, as the Commission was able to discern through its research, personal experience, informal discussions with current and former MLAs and (limited) observations from community leaders.

iv. Potential to Earn Other Income

The Commission examined the potential for MLAs to earn an income over and above their legislative salary, and concluded that the capacity to hold an additional job, run a business or trade, or practice a profession is very limited. The workload of an MLA is too heavy and unpredictable to add another significant occupation. In addition, the potential for conflict of interest is very high and poses a degree of risk that most MLAs would be unwilling to accept. This is particularly, but not exclusively, applicable to Cabinet Ministers.

It is the view of the Commissioners, therefore, that MLA's salaries should be viewed as their primary, and in most cases, only source of regular income.

v. Compensation Progression in the Public Sector

The Commission has had the benefit of looking at the rate increases for certain public sector groups provided by the compensation analyst. For Nova Scotia during the period from April 2000 to April 2006, most public sector groups including MLAs were in the 3.0 per cent to 3.5 per cent average annual per cent change.

There were professions such as nurses, provincial judges and some elected municipal officials that exceeded five per cent annually but annual increments are not the preferred method to accomplish structural changes in salary levels.

It was the belief of the Commission that MLAs in Nova Scotia receiving only increases consistent with other professions or groups cannot close the gap with MLAs in provinces in the Atlantic Region or of similar population like Saskatchewan (see Appendix I).

VI. RESEARCH

In order to provide a reasonable basis upon which to base recommendations with respect to remuneration for Nova Scotia's elected Members of the Legislature, a number of comparisons were made with other Canadian jurisdictions.

One goal was to try and establish any significant correlation between remuneration and other factors such as population served, number of members in the House and the number of "sitting" hours. No clear relationships emerged that could lead to a definitive recommendation although there is some correlation between remuneration and population served.

The other comparison made was with remuneration levels for MLAs in all other Canadian jurisdictions, including the Government of Canada. In this comparison, Nova Scotia fell well down the list (higher only than PEI), and below jurisdictions with similar or smaller populations.

Alan Dunnet, Researcher
NS Commission of Inquiry on the Remuneration of Elected Provincial Officials
September 2006

VII. RECOMMENDATIONS

i. Member of the Legislative Assembly

A Member of the Legislative Assembly is one of 52 members elected from the electoral districts into which the province is divided, as set out in the *House of Assembly Act.*

The Commission recommends that the salary of an MLA be increased from $65,556 to $79,500. The Commission notes that an increase of this amount would be reflective of the median salary outlined in the five-province comparison. Such an increase would move Nova Scotia MLAs from the second lowest paid in Canada and bring them on par with the national average.

Position	Current Salary	Recommended Salary	Percentage Increase
MLA	$65,556.00	$79,500.00	21.27%

The following positions will also be subject to the recommendations made above for the increase in MLA's *salaries. Each of the following receives an MLA salary as well as additional indemnity according to their further level of duty within the House of Assembly.*

ii. Cabinet Minister

This term is applied to the Ministers of the Crown as formulators of policy and is a term that has no status in law. The proper legal term is the Executive Council.

Individually, members of the Executive Council - Cabinet Ministers - are responsible to the Assembly for specific duties assigned to them.

It is the recommendation of the Commission that the indemnity of the Cabinet Minister not be adjusted at this time. While the Cabinet Minister will benefit from the change in the MLA component of his or her salary, it is recommended that the additional indemnity, which is currently $43,696, not be increased at this time.

With the increase recommended in the MLA salary, a Cabinet Minister's salary would total $123,196, which is in the range of the national average salary of Cabinet Ministers.

Position	Current Salary	Recommended Salary	Percentage Increase
Cabinet Minister			
- MLA Component	$65,556.00	$79,500.00	21.27%
- Cabinet Component	$43,696.00	$43,696.00	0%
Total	$109,252.00	$123,196.00	12.85%
Elected Leader of the Official Opposition	$65,556.00	$79,500.00	21.27%

The relationship that exists for the salary of the Elected Leader of the Opposition will continue as is.

iii. The Speaker

The Speaker is the presiding officer of the House of Assembly. He or she presides over the proceedings of the Assembly, maintaining order, regulating debate in accordance with the rules and practices of the House, and ensures that all viewpoints have the opportunity of a hearing.

The Speaker does not take part in the debates of the Assembly and only takes part in a vote to cast the deciding vote in the event of a tie. He or she is the guardian of the privileges of the Assembly and protects the rights of its Members. Outside the Chamber, the Speaker is the only representative of the House and the sole embodiment of its prestige and authority. The Speaker has jurisdiction over matters concerning Province House and is the Chair of the Legislature Internal Economy Board, the body responsible for regulating services to Members.

An election for Speaker is held after each general election or if the office has become vacant. After a general election, the current Speaker, having retained a seat in the Legislature, remains in that office until a new Speaker is elected by the House.

Position	Current Salary	Recommended Salary	Percentage Increase
Speaker			
- MLA Component	$65,556.00	$79,500.00	21.27%
- Speaker Component	$43,696.00	$43,696.00	0%
Total	$109,252.00	$123,196.00	11.89%

iv. Deputy Speaker

The Deputy Speaker is elected in the same way as the Speaker. When the Speaker is absent, the Deputy Speaker takes the Chair and performs all the duties of the Speaker. When the House goes into a Committee of the Whole House, the Speaker leaves the Chair and the Deputy Speaker takes over as Chair of the Committee. The Deputy Speaker maintains order in the Committee of the Whole House and decides all questions of order subject to an appeal to the Speaker.

The Commission is proposing no increase in salary for the Speaker or the Deputy Speaker above the increase in MLA salary they will receive. This decision is made on comparisons with other jurisdictions, which shows if no increase was proposed, the Speaker's salary and the Deputy Speaker's salary would still place above the national average.

Position	Current Salary	Recommended Salary	Percentage Increase
Deputy Speaker - MLA Component - Deputy Speaker Component	 $65,556.00 $21,848.00	 $79,500.00 $21,848.00	 21.27% 0%
Total	$87,056.00	$101,348.00	16.42%

v. Leader of the Official Opposition

Position	Current Salary	Recommended Salary	Percentage Increase
Leader of the Official Opp. - MLA Component - Additional Allowance	 $65,556.00 $43,969.00	 $79,500.00 $43,696.00	 21.27% 0%
Total	$109,252.00	$123,196.00	11.89%

vi. Elected Leader of a Recognized Party

Position	Current Salary	Recommended Salary	Percentage Increase
Elected Leader of a Recognized Party - MLA Component - Leader Component	 $65,556.00 $21,848.00	 $79,500.00 $21,848.00	 21.27% 0%
Total	$87,404.00	$101,348.00	15.92%

vii. Government House Leader

As the leader of the majority party in the House of Assembly, the House Leader is a vital part of the parliamentary process and has the responsibility of advancing legislation and promoting cooperation among members of the House in three political parties. This can be a daunting task, especially in times of a minority government where it is particularly important to encourage negotiation and collaboration.

The House Leader currently has a salary of $75,556 (MLA salary + $10,000).
It is the recommendation of the Commission to increase the indemnity to be equivalent to the Deputy Speaker's salary, which is half that of a Cabinet Minister - $21,848. This would make the House Leader's salary (including the recommended increase in MLA salary) $101,348.

Position	Current Salary	Recommended Salary	Percentage Increase
House Leader - MLA Component - House Leader Component	 $65,556.00 $10,000.00	 $79,500.00 $21,848.00	 21.27% 118.48%
Total	$75,556.00	$101,348.00	34.12%

These recommendations apply only to a House Leader who is not a member of the Cabinet.

viii. Deputy Government House Leader

Position	Current Salary	Recommended Salary	Percentage Increase
Deputy Government House Leader - MLA Component - House Leader Component	 $65,556.00 $5,000.00	 $79,500.00 $10,924.00	 21.27% 118.48%
Total	$70,556.00	$90,424.00	28.33%

ix. Opposition House Leader

The House Leader of the Official Opposition currently has a salary of $75,556 (MLA salary + $10,000). It is the recommendation of the Commission to increase the indemnity to the Deputy Speaker's salary, which is half that of a Cabinet Minister - $21,848. This would make the House Leader's salary (including the recommended increase in MLA salary) $101,348.

Position	Current Salary	Recommended Salary	Percentage Increase
House Leader - MLA Component - House Leader Component	 $65,556.00 $10,000.00	 $79,500.00 $21,848.00	 21.27% 118.48%
Total	$75,556.00	$101,348.00	34.12%

x. House Leader of a Recognized Party

Position	Current Salary	Recommended Salary	Percentage Increase
House Leader - MLA Component - House Leader Component	 $65,556.00 $10,000.00	 $79,500.00 $21,848.00	 21.27% 118.48%
Total	$75,556.00	$101,348.00	34.12%

xi. The Premier

The Premier, or the First Minister, is by convention, the Leader of the Party having the majority of seats in the House of Assembly.

The Premier of the province is the most senior executive in the legislative process and while there are no exact comparatives, the Commission believes an accurate benchmark for adjusting the Premier's salary is the salary of the most senior executive position in the judiciary system – the Chief Judge of the Province of Nova Scotia. It is the Commission's opinion that the Premier should be paid comparatively to the Chief Judge. The salary of the Chief Judge of the Province of Nova Scotia is set by an independent tribunal separate from the office of the Premier. The current salary of the Chief Judge of Nova Scotia is $190,000.

The Premier's salary is $126,880 (comprised of an MLA's salary + $61,324 indemnity). While the Commission understands and agrees that it would not be prudent to increase the salary of the Premier by over $60,000, it is making the following recommendation in regards to the Premier's salary:

The Commission recommends that over the course of the next five years, the Premier receive an annual salary increase of $10,000. Whereby, following the five-year salary increase period, the salary of the Premier, Head of the Executive Branch, will be on par with that of the Chief Judge of Nova Scotia, the Head of the Judicial Branch (See Appendix J).

Position	Current Salary	Recommended Salary	Percentage Increase
Premier			
- MLA Component	$65,556.00	$79,500.00	21.27%
- PM Component	$61,324.00	$71,324.00	16.50%
Total	$126,880.00	$150,824.00	18.87%

For a complete table of recommended salary increases, please see Appendix G
For a table on Premiers' Indemnity and Salary Comparisons see Appendix K

VIII. CONCLUSIONS

The Commission made a number of observations during its deliberations, which it would like to share with the Speaker and his colleagues in the Legislature.

First, while some members of the public view MLAs as overpaid, most informed Nova Scotians recognize the important role the Legislature plays in the well-being of the province and its citizens, and are open to increasing the salaries of MLAs "within reason," however reason is defined.

Determining the "right" level of compensation is not an exact science. None of the comparatives fit precisely, but it was concluded that comparison with legislative peer groups was most appropriate. Hence the Commission recommends an increase in MLAs' salaries by more than the cost of living on a one-time basis in order to position them more appropriately with the salaries of their peers in other provinces. Comparisons with groups inside the province are less meaningful because the MLA role is unique. The exception is the case of the Premier, whose role can be compared at least in very general terms with that of the Chief Justice. Based upon the research and analysis by Alan Dunnet it is estimated the cost of the recommendations contained in this report *Excluding Pension Costs* can be calculated at .0124% of the 2006/2007 Provincial Budget

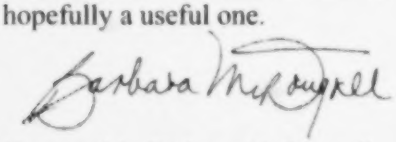
Many members of the public accept that MLAs work hard although they are not entirely sure at what. In this case, they will give MLAs the benefit of the doubt.

Where they are unwilling to give MLAs the benefit of the doubt is in the area of pensions, "perks" and benefits. The role of pensions and benefits, and their amounts, is not understood by the public and there is a deeply held conviction that "perks" and pensions, however ill defined and misunderstood, are subject to widespread abuse. This opinion was freely volunteered over the course of our summer discussions - both public and informal. Our mandate did not include an examination of these factors and we have no recommendations to make in this regard.

However, we would urge the Speaker and his colleagues to review in the near future, perhaps through another public process, the whole area of pensions and benefits to ensure that they are in line with public expectations. In the meantime, as soon as is practical, the Legislature should develop a process of disclosure and transparency to ensure that the public can draw its conclusions based on fact and not on myth.

The Commissioners would like to thank all those who participated and contributed to this process.

More personally, we would also like to thank the Speaker for giving us the opportunity to serve on the Commission. It has been a stimulating and interesting experience, and hopefully a useful one.



Honourable Barbara McDougall
Nova Scotia Commission of Inquiry on the Remuneration of Elected Provincial Officials

Appendices

Appendix A
Letter of Appointment

The Speaker
House of Assembly
Nova Scotia

February 6, 2006

To: Mr. Gordon Gillis, B.A., LL.B
Hon. Barbara McDougall, P.C.
Mr. George McLellan, M.B.A., C.M.A.

Dear Hon. Ms. McDougall:

Please accept this letter as confirmation of your appointment as Commissioners, with the Honourable Barbara McDougall as Chair, pursuant to the House of the Assembly Act, R.S.N.S. as amended. You are required to make an inquiry and a report respecting the indemnities and salaries to be paid pursuant to the said House of Assembly Act and the Executive Council Act. Your report is due on or before the expiry of three months following the date of the election of the next General Assembly.

I wish to express my gratitude for your willingness to take on this task and I look forward to receiving your report in due course.

Yours sincerely,

Murray Scott, M.B.
Speaker

PO Box 1617, Halifax
Nova Scotia, Canada B3J 2Y3
Bus 902 424-5707 *Fax* 902 424-0526

Appendix B
House of Assembly Act and Recent Amendments to the Act

The *House of Assembly Act* provides in Section 45 (1) that the Speaker, after appropriate consultation, shall on or before the first day of October in each year appoint persons to make an inquiry and report respecting indemnities. Allowances and salaries to be paid pursuant to the *House of Assembly Act* and the *Executive Council Act*.

Section 45 (3) provides that upon receipt of the report, the Speaker shall cause the recommendations to be implement and "They shall have the same force and effect as if enacted by the Legislature and are in substitution for the provinces of this act (House of Assembly Act) and the Executive Council Act, as the case may be."

Section 45 (4) provides that the recommendations apply from the first day of January immediately following the year in which the persons are appointed to make the report, until subsequently changed.

In August 2006, Chapter 1 (1992 Supplement) of the Revised Statutes, 1989, was further amended by adding immediately after Section 45 the following Section:

Section 45A (1) Within sixty days after ordinary polling day in each general election, the Speaker shall appoint three persons to make an inquiry and a report respecting the annual indemnity to be paid to members of the House pursuant to this Act, the salaries to be to the Speaker, the Deputy Speaker, the Leader of the Opposition and the leader of any other recognized opposition party pursuant to this Act and the salaries to be paid to members of the Executive Council pursuant to the *Executive Council Act*.

(2) Where no Speaker is elected by the House within sixty days after ordinary polling day, the Chief Clerk shall appoint the three person to make the inquiry and report

(3) Persons appointed by the Speaker pursuant to subsection (1) of Section 45 in the year 2006 before coming into force of this Section are deemed to have been appointed pursuant to subsection (1) of this Section.

(4) The persons appointed pursuant to subsection (1) or (2) have all the powers, privileges and immunities of the commissioner pursuant to the *Public Inquiries Act* and shall complete their inquiry and deliver their report containing recommendations to the Speaker or, where no Speaker has been elected, the Chief Clerk within ninety days after ordinary polling day.

(5) The Speaker or Chief Clerk, as the case may be, upon receipt of the report containing the recommendations of the persons appointed pursuant to subsection (1) or (2), shall cause their recommendations respecting the annual indemnity to be paid to members of the House pursuant to this Act, the salaries to be paid to the Speaker, the Deputy Speaker, the Leader of the Opposition and the leader of any other recognized opposition party

pursuant to this Act and the salaries to be paid to members of the Executive Council pursuant to the *Executive Council Act* to be implemented and those recommendations have the same force and effect as if enacted by the Legislature and are in substitution for provisions of this Act and the Executive Council Act, as the case may be.

(6) The recommendations are effective the first day of the month immediately following the month in which ordinary polling day occurred.

(7) In each subsequent year on the anniversary date of the effective date of the recommendations, the annual indemnity and salaries shall be increased proportionately to the increase in the consumer price index.

Appendix C
Biographies

Honourable Barbara McDougall, O.C., P.C., LLD (hon. caus,) C.F.A.

Mrs. McDougall is by profession an investment analyst and journalist who is currently Advisor to Aird & Berlis, a Toronto law firm. From 1984 to 1993 she was a Member of Parliament for the Toronto riding of St. Paul's. During her nine-year tenure, she served as Minister of State, Finance, Minister of Employment and Immigration, and Secretary of State for External Affairs, among other portfolios. She retired undefeated to return to the private sector where she became a director of several Canadian corporations.

She is a regular national commentator and columnist on international and current affairs and serves as Special Federal Representative to the Six Nations negotiation process in southern Ontario.

George McLellan

George McLellan has been President and Chief Executive Officer of Emergency Medical Care (EMC) since October 2005. EMC is a subsidiary of Medavie Blue Cross, a leading provider of health benefits in Atlantic Canada.

Mr. McLellan has held several other positions in municipal government and in private industry, most predominately in the banking industry, both in Canada and internationally.

He was Chief Administrative Officer for the Halifax Regional Municipality (HRM), a position he was appointed to in January 2002. His association with major changes, which took place within the large, diverse public and private structures, prepared him well for facing the many challenges of the HRM and now EMC. During his time with the HRM, Mr. McLellan implemented an assessment of remuneration for the city's Councillors that included leading a committee to review the structure and make recommendations for change.

As President and Chief Executive Officer of EMC, Mr. McLellan is responsible for the ambulance operations management contract for Nova Scotia. This high-performance contract is with Emergency Health Services (EHS), a division of the Nova Scotia Department of Health. The contract involves both the medical communications and ground ambulance aspects of paramedic services in the Province.

Mr. McLellan is also President and CEO of Medavie EMS, which operates provincial ambulance services in Prince Edward Island and is currently negotiating a contract for the provision of an enhanced ambulance service for the province of New Brunswick.

Gordon Gillis

Gordon D Gillis is a Barrister and Solicitor and a graduate of Dalhousie Law School with over 25 years of experience in law; labour relations; and governance in the Public Sector.

He has direct hands on experience in strategic planning; Human Resources; Governance and resource allocation and he was a Deputy Minister for 18 years holding numerous positions including Deputy Attorney General; Deputy Solicitor General; Deputy Minister of Justice; Deputy of Community Services; Deputy of Labour; Deputy of Intergovernmental Affairs and Deputy of Treasury Board and on two occasions was Deputy to the Premier and as such was the Senior Executive Officer for the Government of Nova Scotia.

He has frequently presented papers and tutorials on Governance to groups of Senior Executives in Leadership Development programs and at the University level. He has completed and received his certificate from the University of Windsor Law School on Mediation and alternative dispute resolution. He has completed courses in Management Development from the Canadian Center for Management Studies as well as Executive development for Senior Executives.

He has been a member of several Boards in both the profit and non-profit sector and his preferred area of practice is arbitration and mediation

Appendix D
Letter of invitation to send submissions to Stakeholders

Commission of Inquiry on the
Remuneration of Elected Provincial Officials

Commissioners:
Hon. Barbara McDougall, Chairperson
Mr. George McLellan
Mr. Gordon D. Gillis

Centennial Building, Suite 302
1660 Hollis Street, P. O. Box 2261
Halifax, Nova Scotia B3J 3C8

June 20, 2006

Dear :

In February 2006, the Speaker of the House of Assembly of Nova Scotia appointed a Commission of Inquiry on the Remuneration of Elected Provincial Officials. I was appointed as Commissioner and Chairperson, along with George McLellan and Gordon D. Gillis as Commissioners to "make an inquiry and a report respecting the indemnities and salaries to be paid pursuant to the *House of Assembly Act* and the *Executive Council Act*."

Alan Dunnet, compensation analyst and advisor to the Commission, is conducting research into the issue. We are also holding public hearings in July in the following six locations across Nova Scotia:

Area	Place	Date	Time
Kentville	NS Community College Kingstec Campus	Tuesday July 11	7:00-9:00 pm
Yarmouth	NS Community College Burridge Campus	Wednesday July 12	7:00 – 9:00 pm
Bridgewater	Location to be determined	Thursday July 13	7:00-9:00 pm
Dartmouth	NS Community College Akerley Campus	Tuesday July 18	7:00-9:00 pm
Stellarton	NS Community College Pictou Campus	Wednesday July 19	7:00-9:00 pm
Sydney	Location to be determined	Thursday July 20	7:00-9:00 pm

A schedule will be posted on our website at www.nscommissionofinquiry.ca.

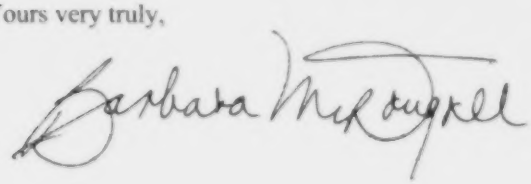
As part of our process, we invite your organization to attend one of the hearings and make a submission for consideration. You may also make a written submission via email to Commission_of_Inquiry@gov.ns.ca or you can deliver a copy to our offices located at:

Office of the Commission of Inquiry on
Remuneration of Elected Provincial Officials
Centennial Building, Suite 302
1660 Hollis Street
P.O. Box 2261
Halifax NS B3J 3C8

Submissions are accepted in both official languages. Deadline for submissions is Wednesday, July 26, 2006.

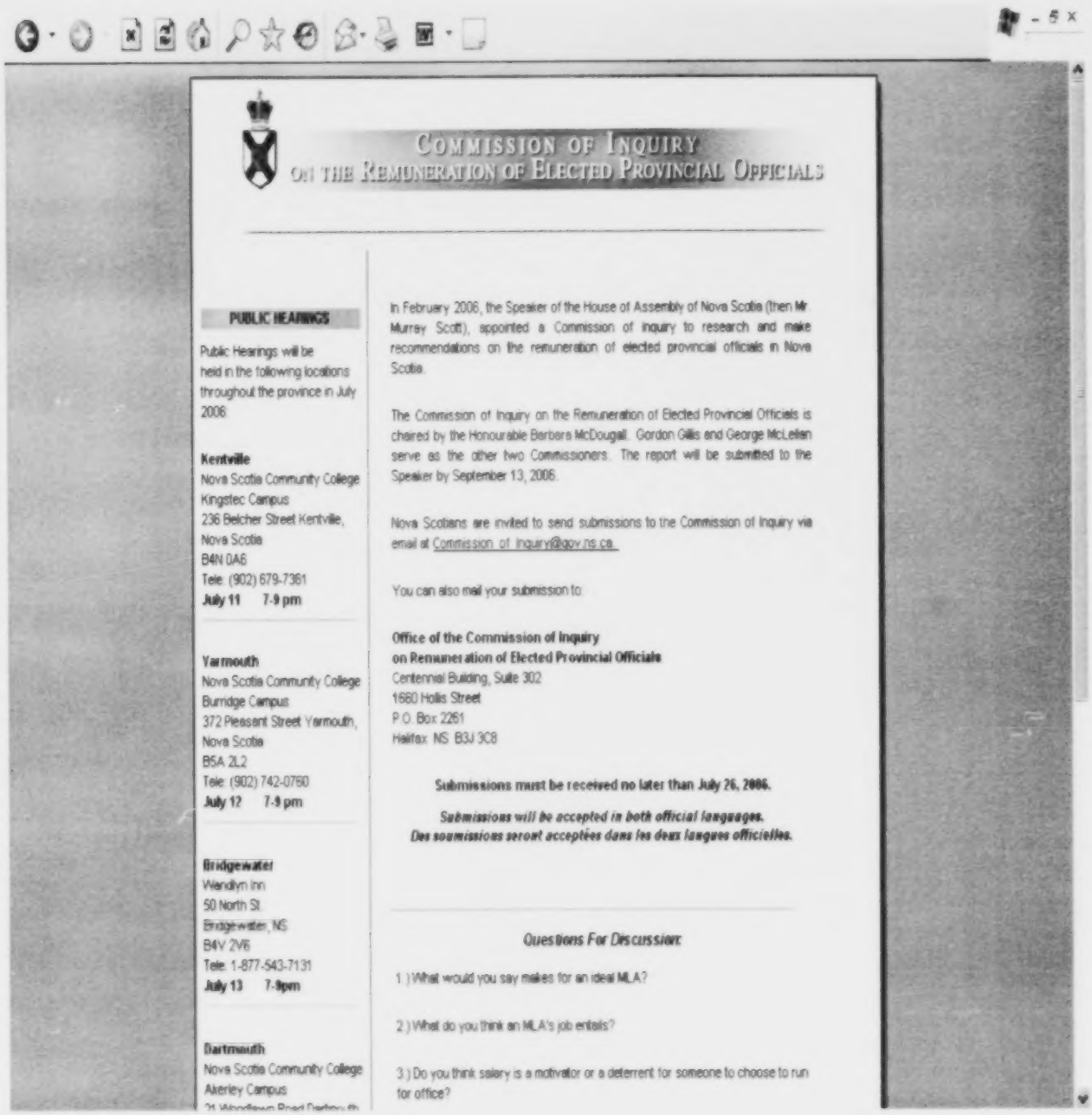
Public input is an important part of this process and we urge your participation.

Yours very truly,



Honourable Barbara McDougall, P.C., O.C., C.F.A., L.L.D.
Chairperson, Commission of Inquiry

Appendix E
Webpage



COMMISSION OF INQUIRY ON THE REMUNERATION OF ELECTED PROVINCIAL OFFICIALS

PUBLIC HEARINGS

Public Hearings will be held in the following locations throughout the province in July 2006:

Kentville
Nova Scotia Community College
Kingstec Campus
236 Belcher Street Kentville,
Nova Scotia
B4N 0A6
Tele: (902) 679-7361
July 11 7-9 pm

Yarmouth
Nova Scotia Community College
Burridge Campus
372 Pleasant Street Yarmouth,
Nova Scotia
B5A 2L2
Tele: (902) 742-0760
July 12 7-9 pm

Bridgewater
Wandlyn Inn
50 North St.
Bridgewater, NS
B4V 2V6
Tele: 1-877-543-7131
July 13 7-9pm

Dartmouth
Nova Scotia Community College
Akerley Campus

In February 2006, the Speaker of the House of Assembly of Nova Scotia (then Mr. Murray Scott), appointed a Commission of Inquiry to research and make recommendations on the remuneration of elected provincial officials in Nova Scotia.

The Commission of Inquiry on the Remuneration of Elected Provincial Officials is chaired by the Honourable Barbara McDougall. Gordon Gillis and George McLellan serve as the other two Commissioners. The report will be submitted to the Speaker by September 13, 2006.

Nova Scotians are invited to send submissions to the Commission of Inquiry via email at Commission_of_Inquiry@gov.ns.ca.

You can also mail your submission to:

Office of the Commission of Inquiry
on Remuneration of Elected Provincial Officials
Centennial Building, Suite 302
1660 Hollis Street
P.O. Box 2261
Halifax, NS B3J 3C8

Submissions must be received no later than July 26, 2006.

Submissions will be accepted in both official languages.
Des soumissions seront acceptées dans les deux langues officielles.

Questions For Discussion:

1.) What would you say makes for an ideal MLA?

2.) What do you think an MLA's job entails?

3.) Do you think salary is a motivator or a deterrent for someone to choose to run for office?

This is a partial screen capture of the webpage only. The website can be accessed at http://www.nscommissionofinquiry.ca.

Appendix F
Advertisement

Notice of Public Meetings on the Remuneration of Elected Officials of the Province of Nova Scotia

The Commission of Inquiry on the remuneration of elected officials will be holding public meetings throughout the province during the month of July.

Locations and dates are as follows:

Kentville, NSCC Kingstec Campus, July 11, 2006, 7:00-9:00 p.m.

Yarmouth, NSCC Burridge Campus, July 12, 2006, 7:00-9:00 p.m.

Bridgewater, July 13, 2006, 7:00-9:00 p.m. Location TBA

Dartmouth, NSCC Akerley Campus, July 18, 2006, 7:00-9:00 p.m.

Stellarton, NSCC Pictou Campus, July 19, 2006, 7:00-9:00 p.m.

Sydney, NSCC Marconi Campus, July 20, 7-9 pm

Dates, times and locations will also be posted on the Commission of Inquiry website at www.nscommissionofinquiry.ca.

The Commission welcomes all residents to attend the meetings, or to send a submission to:

The Commission of Inquiry on the Remuneration of
Elected Officials of the Province of Nova Scotia
Suite 302, Centennial Building
1660 Hollis Street
P.O. Box 2261
Halifax, Nova Scotia
B3J 3C8

or by email to Commission_of_Inquiry@gov.ns.ca

For more information call: (902) 424-5545

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Appendix G NS Legislature Indemnities							
Position	**Current Indemnity**			**2006 Recommended Indemnity**			**Increase**
	Annual Indemnity	Additional Allowance	Total	Annual Indemnity	Additional Allowance	Total	%
MLA	$65,556		$65,556	$79,500		$79,500	21%
Premier*	$65,556	$61,324	$126,880	$79,500	$71,324*	$150,824	18.87%
				*To be increased by $10,000 this year and in each of the next four years			
Cabinet Minister**	$65,556	$43,696	$109,252	$79,500	$43,696**	$123,196	11.89%
				** No increase			
Speaker***	$65,556	$43,696	$109,252	$79,500	$43,696** *	$123,196	11.89%
Deputy Speaker***	$65,556	$21,848	$87,404	$79,500	$21,848** *	$101,348	16.42%
				*** No increase			
Leader of the Official Opposition	$65,556	$43.696	$109,252	$79,500	$43,696	$123,196	11.89%
Elected Leader of a Recognized Party	$65,556	$21,848	$87,404	$79,500	$21,848	$101,348	15.92%
Government House Leader [1]	$65,556	$10,000	$75,556	$79,500	$21,848	$101,348	34.12%
Deputy Government House Leader	$65,556	$5,000	$70,556	$79,500	$10,924	$90,424	28.33%
Opposition House Leader	$65,556	$10,000	$75,556	$79,500	$21,848	$101,348	34.12%
House Leader of a Recognized Party	$65,556	$10,000	$75,556	$79,500	$21,848	$101,348	34.12%

[1] Applicable only if the House Leader is not a member of Cabinet

Appendix H
Five-Province Salary Comparisons

Members		Premier	
Newfoundland & Labrador	$87,630	Newfoundland & Labrador	$68,252
Saskatchewan *	$80,500	Prince Edward Island	$60,054
New Brunswick	$79,779	Saskatchewan **	$58,547
Manitoba	$73,512	New Brunswick	$58,871
Prince Edward Island	$56,849	Manitoba	$48,556
Nova Scotia	$65,556	Nova Scotia	$61,324
Cabinet Minister		**Speaker**	
Newfoundland & Labrador	$49,480	Newfoundland & Labrador	$49,480
Prince Edward Island	$42,420	Saskatchewan **	$35,127
Saskatchewan **	$40,984	Prince Edward Island	$31,812
New Brunswick	$39,248	Manitoba	$30,350
Manitoba	$30,350	New Brunswick	$29,437
Nova Scotia	$43,696	Nova Scotia	$43,696
Deputy Speaker		**Government House Leader**	
Newfoundland & Labrador	$24,740	Newfoundland & Labrador	$24,740
Prince Edward Island	$15,906	Saskatchewan **	$11,978
Saskatchewan **	$11,978	Prince Edward Island	$11,470
New Brunswick	$9,126	Manitoba	$8,500
Manitoba	$8,500	New Brunswick ***	n/a
Nova Scotia	$21,848	Nova Scotia	$10,000
Leader of the Opposition		**Leader of a Recognized Party**	
Newfoundland & Labrador	$49,480	Manitoba	$24,279
Prince Edward Island	$42,420	Saskatchewan **	$20,492
Saskatchewan **	$40,984	Prince Edward Island	$16,034
New Brunswick	$39,248	New Brunswick	$12,000
Manitoba	$30,350	Newfoundland & Labrador ***	n/a
Nova Scotia	$43,696	Nova Scotia	$21,848

* To be implemented effective January 2007 **2006 Data; new data unavailable *** Data unavailable

Appendix I Job Rate Increases for Selected Public Sector Groups in Nova Scotia				
Position	As of April 2000	As of April 2006	%Change	Average Annual % Change
Nova Scotia MLA	* $46,551	** $56,135	20.6	3.4
Deputy Ministers (published scale)	$112,393 (inc. car allow)	$133,857 (inc. car allow)	19.1	3.2
Deputy Minister Exceptions:				
Health	NA	$180,000		
Education	NA	$148,600		
Treasury & Policy Board	NA	$148,000		
Top Civil Service Management	$96,424	$114,834	19.1	3.2
Civil Service (NSGGEU)	$65,881	$78,460	19.1	3.2
Nurses (Capital District Health Authority)	$45,503	$59,896	31.6	5.3
CEO IWK Health Centre	$166,960	$193,040	15.6	2.6
Teachers (NSTU)	$50,234	$59,924	19.3	3.2
School Board Superintendents		$127,529		
Base Salaries for Superintendents – Feb. 2002	$135,000			
Halifax RSB	$112,500			
Chignecto-Central RSB	$114,000			
Annapolis Valley RSB	$106,000			
Cape Breton-Victoria RSB	$106,000			
Strait RSB	$104,000			
Conseil Scolaire Acadien Provincial (CSAP)	$95,183			
Southwest RSB				
Note: *The position of Superintendent was eliminated and replaced by a Chief Executive Officer, who manages the non-educational aspects of the board.*				
Associate Court Judge	$143,000	$185,115	30.4	5.2
Chief Court Judge	$147,000	$190,404	30.0	5.0
Provincial Court Judge	$137,000	$176,300	29.0	5.0
Mayor Cape Breton Regional Municipality	$83,029	$89,783	8.1	1.35
Chief Executive Officer Halifax Regional Municipality	$125,000	$150,000	20.0	3.3
Chief Administrative Officer Cape Breton Regional Municipality	$104,348	$118,000	13.1	2.2

* $31,034 Taxable Indemnity plus $15,517 non-taxable allowance

** Equivalent to $38,370 Taxable Indemnity plus $17,765 non-taxable allowance.

NOTE: *Non-taxable component removed April 2006 and salary adjusted to fully taxable equivalent of $65,556*

RSB: Regional School Board

Appendix J Premiers' Remuneration vs Provincial Chief Judges			
Jurisdiction	**Premier's Salary**	**Provincial Chief Judge)**	**Relationship (%) ***
House of Commons	$295,400	$297,100	1.01
Quebec	$179,185	$192,535	1.07
Ontario	$159,166	$237,184	1.49
Northwest Territories	$159,863	n/a	
Alberta	$145,380	$235,000	1.62
Newfoundland and Labrador	$139,112	$168,731	1.21
Nunavut	$138,640	n/a	
Saskatchewan	$128,790	n/a	
Nova Scotia	$126,880	$190,000	1.50
New Brunswick	$124,804	$160,706	1.29
Manitoba	$122,068	n/a	
British Columbia	$121,100	$221,760	1.83
Prince Edward Island	$99,743	n/a	
Yukon	$65,098	$207,901	3.19

* Chief Judge's Salary as a % of Premier's Salary
** Data not available

Appendix K Premiers' Indemnity and Salary Comparisons 2006			
Jurisdiction	**MLA Indemnity**	**Non-Taxable Allowance (NTA)**	**Premier's Salary**
House of Commons	$147,700	n/a	$70,800 $2,122 (car allowance)
Leader of the Government in the Senate	$122,700	n/a	$70,800 Leader of the Government in the Senate $2,122 (Car Allowance)
Ontario	$88,771	n/a	$70,395
Northwest Territories	$87,572	$6,784 (within CD) $10,483 (not within CD)	$64,664
Quebec	$80,464	$14,234	$84,487
British Columbia	$76,100	n/a	$45,000
Manitoba	$73,512	n/a	$48,556
Nunavut	$68,543	1st $1,000	$70,097
Nova Scotia	$65,556	Removed Jan 2006	$61,324
Saskatchewan *	$64,817	$5,426	$58,547
Newfoundland & Labrador	$47,240	$23,620	$68,252
Alberta	$47,496	$23,748	$74,136
New Brunswick	$43,955	$21,977	$58,871
Yukon	$38,183	$16,669 (Within Whitehorse) $19,091 (Outside Whitehorse)	$7,824
Prince Edward Island	$36,689	$12,000	$60,054 (NT) $ 3,000 (T)

*Saskatchewan: 2006 Data
CD: commuting distance
n/a: not applicable
T: taxable
NT – non-taxable

Appendix L Selected Financial Statistics Province of Nova Scotia				
	Actual			Forecast
	Year 1999-2000	Year 2002-2003	Year 2004-2005	Year 2005-2006
Consolidated Revenue				
Federal Sources	$1,817,618	$1,769,428	$2,174,964	$2,266,145
Provincial Sources	$2,932,630	$3,527,789	$4,032,208	$4,348,092
Total – Consolidated Revenue	$4,750,248	$5,287,217	$6,207,172	$6,614,237
Selected Program Expenditures				
Community Services	$583,320	$684,795	$704,440	$711,514
Education & Universities	$1,076,287	$1,391,119	$1,239127	$1,297,797
Health	$1,770,278	$2,168,212	$2,369,408	$2,573,351
Debt Servicing Charges (Net)	$850,800	$1,079,989	$890,328	$872,057
Total Program Expenditures	$4,185,434	$5,984,916	$5,192,710	$5,588,376
Surplus (Deficit)	($796,961)	$27,837	$165,293	$151,002

Source: NS Department of Finance

Net Direct Debt/Gross Domestic Product Province of Nova Scotia				
	Actual			Estimate
	Fiscal Year 1999-2000	Fiscal Year 2002-2003	Fiscal Year 2004-2005	Fiscal Year 2005-2006
Net Direct Debt	$11,230.7	$12,226.0	$12,381.2	$12,471.4
Gross Domestic Product	$23,059.0	$27,247.0	$30,232.0	$31,518.0
Ratio	48.7%	44.9%	41.0%	39.6%

Source: NS Department of Finance

NTA: non-taxable allowance

References

Canadian Parliamentary Review 1994

Members Manual
House of Assembly Nova Scotia April 2006

NS *House of Assembly Act*

Chapter 1 (1992 Supplement) of the Revised Statues, 1989
Amended 1993, c. 50; recommendation of Nova Scotia Commission of Inquiry on Remuneration of Elected Provincial Officials for 1994 noted; 1994-95, c. 20; 1997 (2nd Session), c. 6, s. 4; recommendation of Nova Scotia Commission of Inquiry on Remuneration of Elected Provincial Officials for 1999; 1999, c. 10; recommendation of Nova Scotia Commission of Inquiry on Remuneration of Elected Provincial Officials for 2000; 2001, c. 16; 2001, c. 47; 2002, c. 33; 2002, c. 34, ss.1-4; c. 3, s. 24; 2004, c. 13, 2004, c. 36; 2004, c. 37; 2005, c. 51; 2006, c. 9, s. 45; 2006, c 9, s. 45A

Province of Saskatchewan
Independent Review Committee on MLA Indemnity 2006

Province of Nova Scotia
Commission of Inquiry on Remuneration of Elected Provincial Officials 2003